

START WITH GRATITUDE

COMMUNITY AGREEMENTS

The importance of creating BRAVE spaces:

- Stay Engaged
- No Fixing
- Take Risks
- Experience Discomfort
- Speak your truth, knowing the truth of others may be different
- Assume best intent, although WHEN your words hurt someone, OWN THAT and apologize; don't get defensive
- Show grace for yourself and others.
- Need to be able to trust each other.
- No judgment

GROUND IN

- Feet flat
- Sitting as upright as you are comfortable/able
- Eyes closed or cast to a neutral site
- Breathe as deeply as you are able
- Focus only on the breath as it comes in and out of your nose
- Your mind will wander; don't judge that. Simply notice it & bring your attention back to your breathing.

WHAT DO THESE TERMS MEAN TO
YOU:

DIVERSITY

CULTURALLY-RESPONSIVE PRACTICE

EQUITY

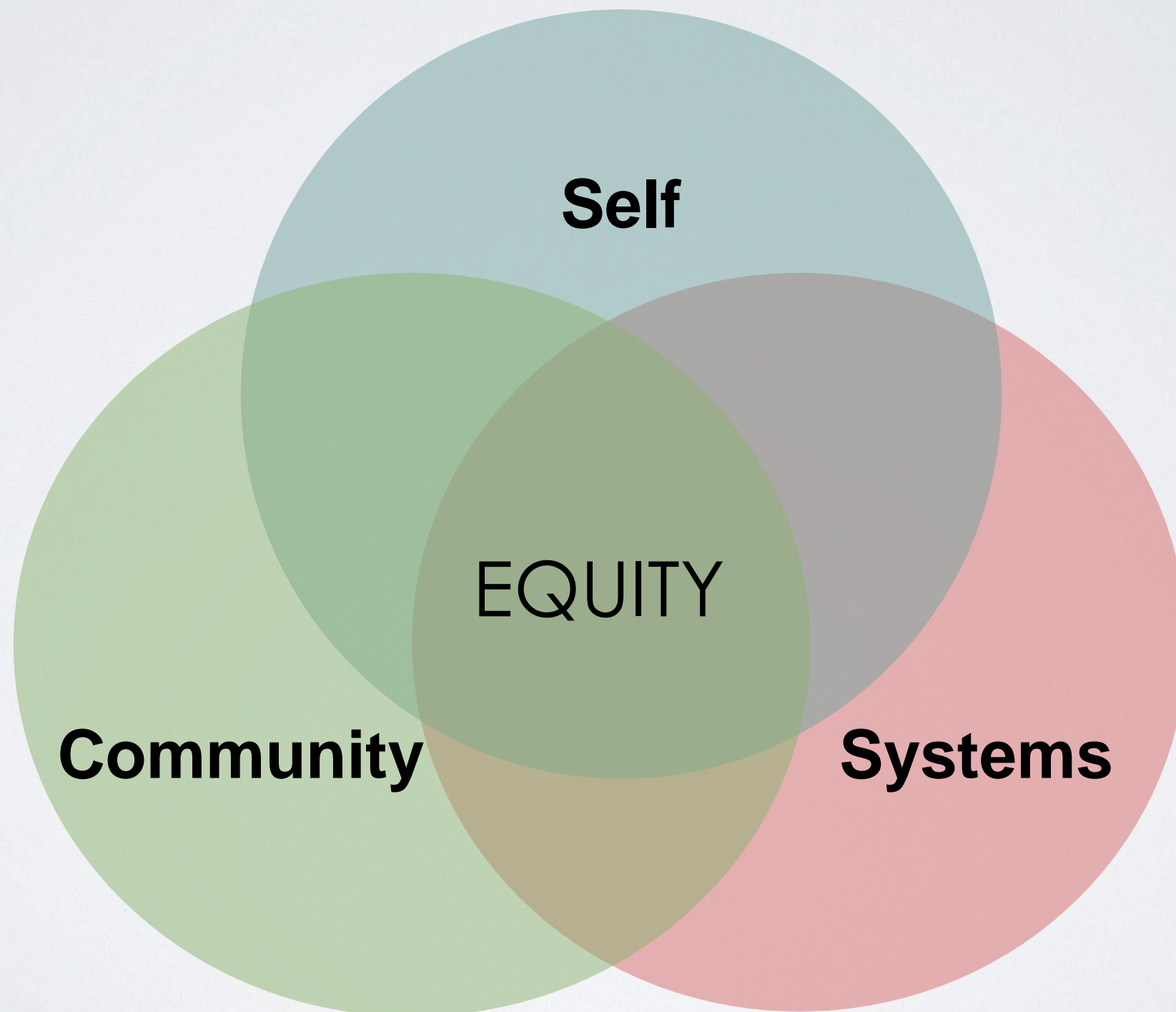
CRITICAL TERMINOLOGY

Diversity: wanting to acknowledge and, possibly, celebrate, the differences between people. Typically focused on compliance or the superficial ways people are different.

Culturally-responsive practice: the ability to learn from and relate respectfully with people of your own culture as well as those from other cultures.

Equity: ensuring EVERY person has what they need to THRIVE, which requires access to opportunities/resources AND dismantling oppressive systems and practices.

PUTTING THE PIECES TOGETHER:



SELF

WE ARE DIVERSE AND BRING DIVERSE PERSPECTIVES
AND LIFE EXPERIENCES TO OUR WORK

- If we want to do equity work effectively, we need to start with ourselves - to unpack our own stories, the **experiences** we have had that will help us understand the work we do, as well as what **learning** still needs to happen to help us engage more effectively in that work.
- We ALL have stories that affect how we show up to work every day.
- We ALL come to this work in different places on the continuum of learning and understanding.

Self

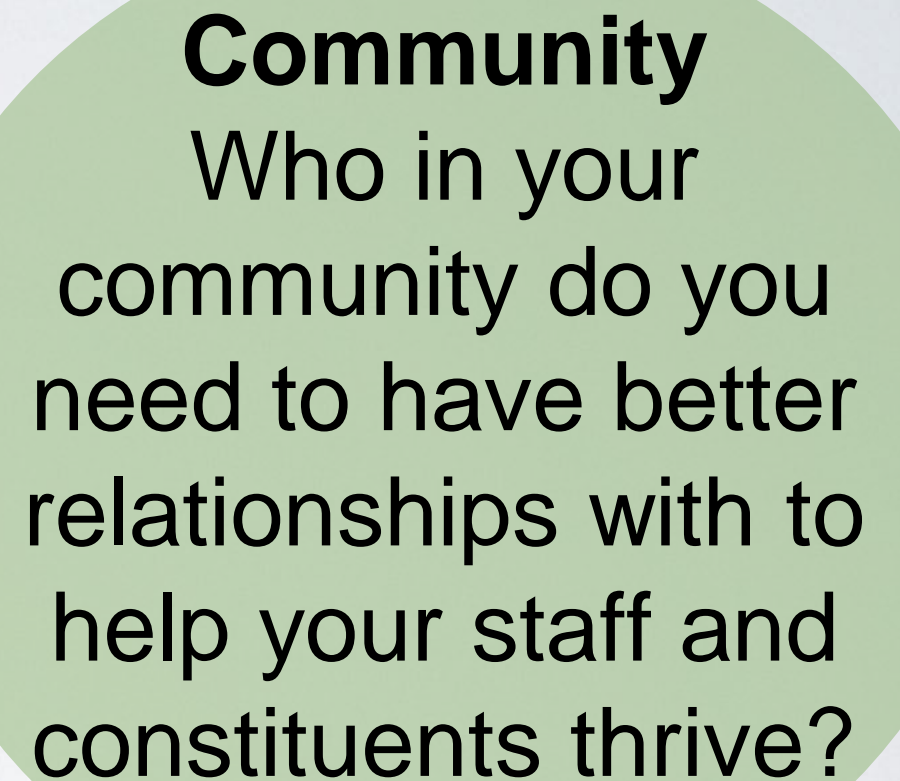
Your story

**Your knowledge,
expertise & gaps**

COMMUNITY

DEVELOP/ENHANCE YOUR SKILLS IN CULTURALLY-RESPONSIVE PRACTICE

- To do equity work effectively, we need to understand who is in our community (colleagues and those we serve) and how to **effectively engage** with different members of our community in ways that make space for **every voice** to be heard.
- There is not ONE WAY to be in community. There are often many ways. We need to learn how to **navigate between cultures** and languages so create a climate that works for everyone.



Community
Who in your community do you need to have better relationships with to help your staff and constituents thrive?

SYSTEMS

NOT ALL PRACTICES AND POLICIES HAVE THE SAME IMPACT

Systems

Which systems
&
policies/practices
work (or
don't) for
which
staff/constituen
ts?

- Doing equity work will require for us to look at the **policies** and **practices** that have greatest impact, especially on the most **vulnerable members of our community** to determine what is working well, what is missing, what needs to be changed or discontinued.
- Systems are hard to change, but without looking at policies/practices, we will never reach true equity.

RACE

- ▶ What others see.
- ▶ Not biology.
- ▶ Created in order to perpetuate power structures.
- ▶ Matters today because of the narratives associated with each race that affect how groups experience this country.

ETHNICITY

- ▶ Nation/people group "of origin" + language + traditions + culture (German-American, Italian-American, etc.)
- ▶ Ethnicity is something you choose to identify as (or not).

CULTURE

- ▶ The shared attitudes, values, beliefs and behaviors a group develops over time due to the shared experience of living and/or working in the same location.
- ▶ We **ALL** have it!

TRAINING FOR THE MARATHON

If you are going to develop the kinds of skills you need to become more equitable in your practice, you are going to need to listen/watch/read something related to equity at least 4-5 times a week (just like what is required to stay physically fit). Here are some suggestions:

Reading: anything by authors Dr. Beverly Tatum, Zaretta Hammond, Ibram X Kendi, Jason Reynolds, Kathy Obeir, Richard Rothstein, Michelle Alexander, Dr. Bettina Love,, or Dr. Christopher Emdin; New York Times “The 1619 Project”

Podcasts: Revisionist History, Code Switch, This American Life, Words Matter, Teaching While White, Calling Justice, Seeing White, Facing Ourselves, Speaking of Racism, Throughline; Christian: Pass the Mic, Quick to Listen, Truth’s Table

Watch: *TV:* This is Us, Black-ish, The Red Line, Black Earth Rising, When They See Us; Black Lightning, Watchmen, Self Made, Black-ish, Dear White People; *Film:* The Hate U Give, Emanuel, Hello, Privilege. It’s Me, Chelsea, Cracking the Codes, 13th, Just Mercy, Selma, If Beale Street Could Talk, I Am Not Your Negro, Dear White People

Websites: Teaching Tolerance, culturallyresponsive.org, <https://mlpp.org/21-day-racial-equity-challenge/>; <https://projects.seattletimes.com/2016/under-our-skin/#>

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